

January 2003



# DIVERSITY'S EDGE

*Produced Quarterly by the State Equal Employment Management Office (SEEM)...*

## MESSAGE FROM THE SEEM

### A NEW YEAR TO SHARE

By  
Jewel B. Davis

It's time for new beginnings and putting old things away.

Deciding which things to throw out and which things that can still stay.

Resolving **not** to have resolutions, yet to have a more prosperous new year,

By doing the things that are healthy and maintaining an aura of 'good cheer'.

By striving towards your "calling" and helping others along the way.

Achieving the ultimate success, by sharing and growing each day.

This new opportunity for changes isn't only about me and you,

It's about touching those around us, turning some gray skies to blue.

So set your goals on things worthy of your concentration and care,

Not just on accomplishing the goal, but on the people whose journey you share.

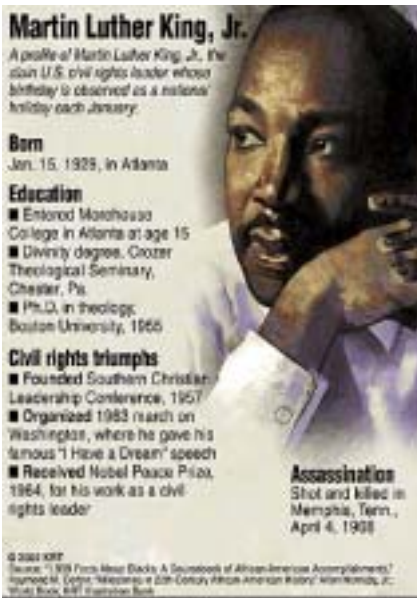
So sit back, relax, take a deep cleansing breath, and refocus your challenged mind.

It's not about increasing your worries, but sharing your love with mankind.

**Happy New Year and Happy New You!**



## Martin Luther King, Jr. Holiday Celebration Observed Jan. 20, 2003



1. Martin Luther King, Jr.'s father was often called affectionately:
  - a. King Martin
  - b. The Man
  - c. Daddy King
2. Dr. King got involved in the civil rights movement because:
  - a. It paid well and he wanted to send his kids to college.
  - b. He got tired of seeing Blacks and other minorities treated as second-class citizens.
  - c. It was good for his image.
3. Which of these schools did Dr. King graduate from?
  - a. Florida A&M University
  - b. Morehouse College
  - c. Alabama State
4. Which of these quotes is an authentic King quote:
  - a. "The man who fights for Christ fights for a good cause"
  - b. "I get tired and weary of being tired and weary"
  - c. "We will win our freedom because the sacred heritage of our nation and the eternal will of God are embodied in our echoing demands"
5. Dr. King had several confidantes who helped him run the civil rights movement. Who among these men were his closest aide and confidante?
  - a. Kweisi Mfume
  - b. Rev. Ralph D. Abernathy
  - c. Rev. Jesse Jackson
6. Dr. King gave his famous "I Have A Dream" speech on the National Mall on which of the dates listed below:
  - a. July 1963
  - b. August 1963
  - c. January 1963
7. Americans will always remember Dr. King for his soaring oratory and his splendid writings. What is the name of the famous work Dr. King penned while incarcerated early in the civil rights movement?
  - a. "Letter from the Birmingham Jail"
  - b. "My Life As a Hostage for Civil Rights"
  - c. "Jailed, But Not Stopped"
8. Dr. King met his life's end tragically on the balcony of what motel in Memphis?
  - a. The Sheraton Downtown
  - b. The Lorraine Motel
  - c. Motel Memphis
9. Which of these cities was not a locale for significant events in Dr. King's life and work in the civil rights movement?
  - a. Atlanta
  - b. Philadelphia
  - c. Birmingham
10. One of Dr. King's early civil rights organizations was named:
  - a. Ministers for Justice
  - b. The King Group for Civil Rights and Justice
  - c. Montgomery Improvement Association

## MLK Quiz continued

## Answers to MLK Quiz:

- |      |      |      |       |
|------|------|------|-------|
| 1. c | 4. c | 7. a | 10. c |
| 2. b | 5. b | 8. b |       |
| 3. b | 6. a | 9. b |       |

How did you do?

## Technician Assistance Program

### What is the AZNG Technician Assistance Program (TAP) ?

As employees, we are a valuable resource of the Arizona National Guard (AZNG). When we are working at our best, the AZNG is operating at its best.

Coping with a problem is a normal part of life. All of us have experienced personal problems that cause us to feel uncomfortable. Usually, with the help of family and friends, we are able to resolve these problems before they have a serious impact on our lives.

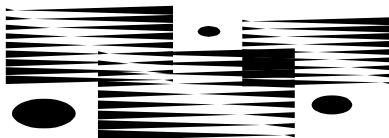
However, there may be a time when you feel that a problem is getting the best of you. You may be feeling the pressure at home and at work. At a time like this, your TAP is available to lend you a helping hand.

### Problems Covered

Assistance is provided under TAP for a wide variety of personal concerns. This service seeks to help technicians define problems and identifies problem-solving resources. As a part of the services, it may be important for technicians to understand governing policies, procedures, and benefits. The TAP Coordinator can help you by providing clarity to such issues. Services are available in the following areas: **Emotional, Family, Marital, Stress, Medical, Alcohol/Drug, Financial, Legal, Eldercare, and Job related issues.**

**TAP** is a confidential service designed to help you resolve your personal problems before they disrupt your personal or work life.

For more information or if you feel you are in need of this service, please contact the TAP Coordinator at (602) 267-2319/2786.



### 2003 Upcoming Events

Federal Asian/Pacific American Council (FAPAC) National Leadership Training Conference, 12-16 May, Crystal City, VA

NGB-EO/EEO Training Conference, 2-6 Jun, Boston, MA

The NAACP, 94th Annual Training Conference, 12-17 Jul, Miami, FL

The 2003 National Training Program, Federally Employed Women (FEW), Inc, 7-11 Jul, Chicago, IL

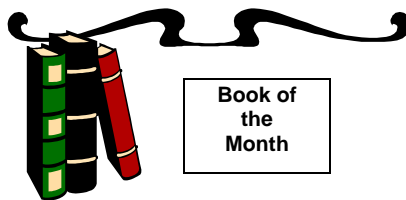
National Image, Inc. 30th Annual Convention & Training, 19-23 May, Hollywood, CA

Diversity Facilitator Training, 30 Apr – 4 May, San Antonio, TX

### Quote of the Month

*"An individual has not started living fully until they can rise above the narrow confines of individualistic concerns to the broader concerns of humanity. ...Every person must decide, at some point, whether they will walk in the light of creative altruism or in the darkness of destructive selfishness. This is the judgement. Life's most persistent and urgent question is, What are you doing for others?"*

-Dr. Martin Luther King, Jr.  
"Conquering Self-Centeredness" Speech,  
August 11, 1957



### Book of the Month

Civilian in Peace, Soldier in War...  
**I AM THE GUARD**  
A History of the Army National Guard  
1636-2000  
By  
Michael Doubler



## DIVERSITY

*Understanding Diversity as a Mission-Driven Imperative for the National Guard*  
(As excerpted from the ARNG Diversity Awareness Guide, Copyright 2002)

There is a numbers war going on. There is a talent war going on. Competition for human capital is fierce. Achieving mission depends on our ability to create inclusive work teams of men and women of all races that act interdependently. The National Guard is experiencing a major cultural shift in the new era of the all-volunteer military force. The demographic base from which the Guard can recruit has been dramatically altered.

The end of conscription in the early 1970's presented a challenge to the Guard. The lines of men who sought an alternative to active duty, as a result of the draft, had vanished. Consequently, something new and different had to be done. The decline in numbers from this historical talent pool forced the Guard to look elsewhere for new recruits. Women and minorities were then targeted.

Neither legal pressure nor Equal Opportunity programs led the National Guard to recruit minorities and women. Demographic realities served as the impetus for change. The Guard must continue to recruit from its historical talent pool. And, in view of demographic changes, the Guard must also recruit from new sources of talent.

\* Diversity Initiatives will be continued in next quarter's edition.



This publication will be distributed on a quarterly basis and you can also find this on the HRO website at [www.az.ngb.army.mil/hro](http://www.az.ngb.army.mil/hro). If you have any questions or comments, please call Lt Lorri Conley at (602) 267-2786/DSN 853-2786 or email: [lorri.conley@az.ngb.army.mil](mailto:lorri.conley@az.ngb.army.mil) or TSgt Barbara Busby at (602) 267-2319/DSN 853-2319 or email: [barbara.busby@az.ngb.army.mil](mailto:barbara.busby@az.ngb.army.mil)